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SHARING.

Comic-Con light on drama

No big casting revelations at one of the year's biggest comic-book conventions

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Despite truce pledges, attacks go on

Israel, Hamas blame each other for scuttling ceasefire efforts

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Colton Crowshoe's cousin, Hayley Starlight, and his father, Jimmy Crowshoe, fight back tears at a candlelight vigil Sunday evening for the young aboriginal man whose death police have called Calgary's 20th homicide of 2014. "Colton had a lot of respect for everybody — everybody — no matter who they were," Jimmy said. "I miss him lots, every day and every night." ROBSON FLETCHER/METRO

Colton's legacy will live on, family says

Racial discrimination.

Victim's relatives allege police ignored them, vow to seek justice

**JEREMY NOLAIS
& ROBSON FLETCHER**

calgary@metronews.ca

More than 150 family members and friends gathered in a northeast Calgary field Sunday to honour a slain teenager and spark a call to action for changes to First Nations rights.

Colton James Crowshoe, 18, was last seen leaving a party in the Abbeydale community early July 4. His body was found Thursday floating in a water retention pond in the community and police believe he met with foul play.

Crowshoe's grieving

Quoted

"If you go missing you're on your own, especially if you're native."

Danielle Crowshoe, Colton's aunt

family members have been quick to level blame against police and media outlets, claiming they did little when first informed of their loved one's disappearance.

"Our message is ultimately the system failed us and it fails First Nations youth," said Danielle Crowshoe, Colton's aunt, later adding, "if you go missing you're on your own, especially if you're native."

But police Staff Sgt. Doug Andrus told reporters Saturday that all investigations are treated the same.

"In regards to missing persons investigations, we

have to assess our response and also look at the right of an individual to be away from family and friends," he said. "But, as this investigation moved forward, we continued to reassess our response."

Police have not released details on how Colton was killed and have not identified any suspects.

Colton's cousin Hayley Starlight was among those family members who organized a search effort for him. At Sunday's vigil, she spoke directly to Colton's killer.

"You have taken away the best thing in our lives. You have taken the humour ... the sun in our life and the laughter in our hearts, and I hope you don't forget the tears of our family," she said.

Police say Colton Crowshoe is Calgary's 20th homicide victim of 2014.

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Friends rally to cover cost of beloved DJ's funeral

Diego Ferrucho.

Local DJ died Sunday, 16 days after learning he had terminal cancer



JEREMY
NOLAI

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Diego Ferrucho knew the end was near but kept on smiling.

A Colombian national and local DJ, Ferrucho had never been to the doctor before he went in early July amid complaints of persistent headaches and stomach pain.

On July 11, he was told he had terminal cancer. Doctors at Peter Lougheed Centre would tell those gathered at his bedside they'd never seen such an aggressive form of the disease in someone so young.

Friend Tara O'Reilly was with him the day Ferrucho

opted not to undergo chemotherapy.

"He told me, 'Well, there is nothing I can do. If I cried in the corner it wouldn't make any difference, so I might as well go out smiling,'" O'Reilly recalled.

Ferrucho's one fear was leaving behind a financial burden for his mother in Miami, Fla., and other loved ones back in Colombia. He lacked proper health and life insurance and, in response, initially tried to object to any costly hospital treatments.

Soon after, a small army of friends convinced him to support a fundraising campaign in his name. It wasn't long before bars he'd spun at, shops owned by friends and even complete strangers were pitching in. One cancer survivor had offered \$1,000 or more to the cause and hoped to meet with Ferrucho.

Raising funds

How to help:

- Buffalo Wild Wings Sunridge, located at 2620, 32nd St. NE, will host an event called Eat Wings Raise Funds For Diego Ferrucho on July 30. Fifteen per cent of sales that day will be donated to Ferrucho's family and a silent auction is also planned.
- Overtime Sports Bar, located at 3645 Memorial Dr. E, will be hosting a silent auction Aug. 3 in honour of Diego Ferrucho.

- Cowboy's Taphouse, located at 55 Castleridge Bay NE, is accepting donations in honour of Ferrucho and is also planning a fundraising event, likely the weekend of Aug. 1. To The Left, a tobacco accessory shop located next door to Cowboy's, is also accepting donations.
- Information on any future fundraising events will be posted to the Cowboy's Taphouse Facebook page.



A smiling Diego Ferrucho is seen with friend Samantha Harrop at the Peter Lougheed Centre. FACEBOOK

But things took a turn for the worse Friday. Metro visited Ferrucho in hospital, hoping to gain a first-hand account of his spirit in the face of death. It was a hard day, as staff spent more than an hour trying to find a vein to hook an intravenous line to.

Ferrucho wasn't lucid and fell into a deep sleep, but friends kept hope alive that he would rebound. Over the weekend, his condition worsened

and doctors pronounced him dead early Sunday.

Diego Ferrucho was 37.

Grieving organizers gathered for mass at Lougheed's chapel Sunday and vowed that fundraisers would go on.

Fellow DJ Glenn Brown first met Ferrucho at one of the bars involved in raising funds, Cowboy's Taphouse. The pair bonded quickly and Brown described him as his "brother from another mother."

"Now, I have the privilege of honouring this man with music," he said Sunday.

O'Reilly, meanwhile, said she's a better person for having known Ferrucho and cherishes the time she spent with him in hospital.

"I told him how inspirational he was to me, how he was in such great spirits through all of this, and that his whole experience has really changed me," she said. "Life is so precious."

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Bow Valley rallies for Crazy Larry

Serious bike crash.

Donations flood in for man who has dedicated his life to community

JESSICA
PATTERSON
calgary@metronews.ca

He's been bringing smiles to Bow Valley residents for 20 years, but now Crazy Larry Melnik needs help.

The Banff resident and community volunteer, known simply as Larry Melnik before legally changing his name, suffered serious injuries in a high-speed cycling crash on Friday.

By Sunday afternoon, more than \$14,000 was donated by 292 people through a GoFundMe campaign titled "LOVE to Crazy Larry."

Fellowship

"He doesn't have any family in the valley, so I think that's why you see such a positive and quick response to help him. The Bow Valley has become his family."

Coun. Sean Krausert of Canmore

Crazy Larry is a beloved character in the Bow Valley, said Sean Krausert, a town councillor in Canmore.

"He's a really good soul and he's known by many because of the positive message he puts out," Krausert said. "Larry is very visible at many community events and he likes to make people smile."

Crazy Larry was riding down Highway 1A when he entered a speed wobble, lost control of his bike and fell head-first into the concrete, friend Erin Lynk said.

Melnik was taken to hospital in Canmore but later transported in critical condition to Foothills Hospital in Calgary.

"It's rewarding beyond belief when you try to make a difference in the world," he said in an interview with Alberta PrimeTime in 2008. "If I don't do it, who else is going to do it?"



Crazy Larry Melnik gives a thumbs-up to the camera, despite the serious injuries he suffered in a bicycle crash. Inset: Crazy Larry does the same during a public event before the crash. FACEBOOK

Bike lane? Nah, let's put in a 300-metre slip-and-slide



A man aboard a floatie gets a little sideways as he plunges down a 300-metre slip-and-slide during the first event in Salt Lake City. COURTESY SLIDE THE CITY

It started with a wet dream of sorts.

Self-proclaimed "President of Water" T.R. Gourley and some friends had a vision of turning a metropolitan street into the largest slip-and-slide imaginable — then approached officials in Salt Lake City, Utah, to do just that.

Gourley is a movie producer, so he's used to getting confused looks from city regulators.

"They looked at me just like they looked at me every

time, but they didn't say no," he told Metro on Sunday.

On July 19, more than 3,000 people flocked to the first Slide the City event, rocketing down a 300-metre water slide for eight straight hours.

Now, Gourley and his team have eyes on rapid expansion. They listed Calgary among the cities they'd like to hit during a 2015 cross-Canada tour, a move that generated a great deal of buzz on social-media hotspots over the weekend.

"We love Canada, so we're coming to Canada," he said. "We like Calgary. It's a good place ... isn't it?"

So far, the concept is again more dream than reality: Gourley says he's yet to approach officials about stopping by with his army of water trucks and vinyl.

However, Slide the City has already arranged a string of events in Los Angeles, San Diego and San Francisco before heading north to Boise, Idaho. JEREMY NOLAS/METRO

Slide the City Calgary?

No dates have been set for Calgary's edition — should it ever become reality — but an online listing already gives a sense of the prices that would be charged.

- Three runs down the slide would cost \$10, and all-day and VIP passes would be available for \$20 and \$30 respectively.

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Fire destroys families' homes in northeast region

Now homeless.

Cause of the blaze still being investigated

KEN
VAN DE WALLE
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Two Calgary families were left homeless Sunday as an early-morning fire gutted a pair of northeast houses.

Crews were called to reports of a house fire at 2:30 a.m. in the 100 block of Castlebrook Rd NE, where they found one home engulfed by the fire.

The flames had also spread to an adjacent home, prompting firefighters to call a second alarm. Both homes were substantially damaged and are uninhabitable, the fire department said.

Three people fled the homes before the fire depart-

Fears of fire spreading

"We were thinking that at any time our house can catch fire, too. But thank God that did not happen."

Abdullah Amir, who lives next door to one of the destroyed houses

ment arrived. They were assessed, then released at the scene by Alberta Health Services.

Amir added that the family recently invested heavily in renovations for the home.



Sunday's blaze left these two homes uninhabitable. KEN VAN DE WALLE/FOR METRO

Kananaskis Country. Man dies while kayaking

A 42-year-old Cochrane man died while kayaking at Upper Kananaskis Lake over the weekend, according to police, in what may be the fifth drowning in Kananaskis Country this season.

Police arrived at the lake just before 1 p.m. on Saturday, after they received a call of a kayaker in distress.

Kananaskis RCMP said members of the public in the area had observed the man struggling in the water and helped pull him to shore, where they began performing CPR. Emergency medical responders arrived by STARS ambulance but the man was pronounced dead at the side of the lake.

Police continue to investigate the incident, which has not been officially classified as a drowning.

Kananaskis RCMP Const. Virgil Bitz said Sunday that the man's immediate family has been notified, and the medical examiner was in possession of



Upper Kananaskis Lake, as seen from the air. WIKIMEDIA COMMONS

the body for further investigation.

"We're not sure if he drowned or if it's some sort of a medical emergency," Bitz said.

No foul play is suspected, according to RCMP Cpl. Sarah Knelson.

If confirmed as a drowning, the death would mark the fifth drowning in the area this season, according to the Kananaskis Country Public Safety Section.

ROBSON FLETCHER/METRO

Radisson Heights

Homicide police investigating suspicious death

Homicide detectives continue to investigate the death of a woman in Calgary's Radisson Heights area Saturday, though the death so far has been deemed only "suspicious."

Police were called to a home in the 2800 block of 14 Avenue SE on Saturday afternoon, where they found the body of a woman, believed to be in her 40s. Officials with the office of the chief medical examiner declared the death suspicious and an autopsy is scheduled for Monday.

Anyone with information is asked to call police at 403-266-1234.

ROBSON FLETCHER/METRO

Clarification

Mount Royal parking fees to rise by \$10 and \$5 for open and gated lots respectively

Monthly parking fees at Mount Royal University will rise this year by \$10 for open lots and \$5 for gated lots and the East Gate Parkade, as compared to last year.

A Metro story last week described the increases as \$30 and \$25, respectively, but that is the total increase over the past two years.

The average monthly parking price for the 2014-2015 school year totals \$80 in open lots, \$90 in gated lots, and \$100 in the East Gate Parkade, according to the university. METRO

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Cable snaps

Two hurt on Ohio amusement ride

An Ohio amusement park ride that swings riders up to 125 feet in the air has been closed indefinitely after a cable snapped, injuring two visitors.

Cedar Point spokesman Bryan Edwards says a cable on the Skyhawk ride disconnected at about 10 p.m. Saturday. One guest went to a

hospital for evaluation, while the other was treated at the scene.

It wasn't clear whether the two guests had been riding Skyhawk when they were injured or whether they were on the ground. Skyhawk has two giant arms that swing riders at speeds of up to 60 mph.

Edwards says Skyhawk will remain closed until an investigation into the cause of the accident is completed.

THE ASSOCIATED PRESS

Times Square

'Spider-Man' arrested for slugging cop

A man dressed as Spider-Man was arrested on charges he slugged a police officer who told him to stop harassing tourists in Times Square.

Junior Bishop, 25, of Brooklyn, was charged with assaulting an officer, resisting arrest and criminal mischief.

The New York Police Department said the officer assaulted Saturday — one of about 50 officers patrolling the bustling tourist area — stepped in after Bishop demanded at least \$5 from a woman he posed for a picture with, instead of the \$1 tip she offered.

Police said a costumed Bishop "put out his hand and told the woman 5s, 10s or 20s only." Police said the officer told him he could only accept tips. THE ASSOCIATED PRESS

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Michele Nadeau, president of the Thérèse Casgrain Foundation, holds a replica of a stamp depicting her grandmother Thérèse Casgrain in Montreal, Friday, July 25. GRAHAM HUGHES/THE CANADIAN PRESS

Harper's vision: Less on feminists, more on wars

**Thérèse Casgrain
award mothballed.**
First female leader
of a political party

The Harper government has spent millions to commemorate the War of 1812 and other episodes from Canadian history, but has also erased at least one inspiring piece of the past.

Thérèse Casgrain, a feminist icon and Quebec heroine who died in 1981, has been quietly removed from a national honour, to be replaced by a volunteer award bearing the prime minister's banner.

The Thérèse Casgrain Volunteer Award was started in 1982 by the Liberal government of Pierre Trudeau.

It honoured Canadian activists such as June Callwood until it was eliminated — unannounced — by the Harper government in 2010.

An image of Casgrain and her namesake volunteer award medal also disappeared from Canada's \$50 bank note in 2012, replaced by the image of an icebreaker on a new currency series.

An image of the so-called Famous Five women was removed from the same bank note.

"It was a very difficult thing for the family to see the award

disappear all of a sudden," Michele Nadeau, Casgrain's granddaughter, said in an interview. "It was a great disappointment."

Human Resources and Skills Development Canada, which had administered the Casgrain award, was instructed in 2010 to create a Prime Minister's Volunteer Award in its place, to be handed out in a ceremony each year presided over by Stephen Harper.

Casgrain fought for the right of Quebec women to vote, which they finally won in 1940. She also became the first female leader of a political party in Canada, heading the CCF in Quebec, and was appointed to the Senate in 1970 by Trudeau.

Pierre Nolet, a spokesman for Employment and Social Development Canada, says discussions took place with the Casgrain Foundation and it was decided that Human Resources and Skills Development Canada end the program.

Nadeau, however, says her family and the Montreal-based Thérèse Casgrain Foundation, which she heads, were not consulted.

The Casgrain award was killed once before by the Progressive Conservative government of Brian Mulroney in 1990, but was revived in 2001 by the Chrétien Liberals.

THE CANADIAN PRESS



Many emergency responders across the country, including police officers and ambulance crews, are fighting for better treatment for post-traumatic stress disorder, or PTSD. iSTOCK

First responders seek aid for PTSD

Mental health. Police, fire and ambulance personnel facing high rate of post-traumatic stress disorder

Alex Forrest clearly remembers what happened to a fellow firefighter who was traumatized by the deaths of two captains in a house fire.

It was two months after the Winnipeg blaze in 2007 that killed Tom Nichols and Harold Lessard, and Forrest knew his colleague was having a hard time coping.

"I checked up on him and he had killed himself in a garage, and he was holding the pamphlet from the memorial," Forrest, head of

Suicides

- Vince Savoia is a former paramedic and advocate who set up the Tema Conter Memorial Trust Fund in honour of a young woman killed in Toronto in 1988.
- He said there have been at least 15 suicides by first responders across Canada since April 28.

the Winnipeg firefighters union, recalled.

"Many of the firefighters are still suffering the effects of that fire."

Forrest is one of many emergency responders across the country, including police officers and

ambulance crews, who are fighting for better treatment for post-traumatic stress disorder, or PTSD.

He says the condition has been around a long time — he remembers early in his career 25 years ago when one firefighter committed suicide — but people are more willing to talk about the issue now.

There have been high-profile cases in recent weeks, including that of Ken Barker, a retired RCMP corporal and dog handler who took his own life.

His family told the Winnipeg Free Press that Barker had struggled with PTSD after seeing many horrific crimes over the years, including the 2008 beheading of Tim McLean on a Greyhound bus. **THE CANADIAN PRESS**

Prime minister's wife gets stinging reception

Prime Minister Stephen Harper's wife probably would have preferred a taste of honey, but ended up on the business end of a bee sting.

Laureen Harper was taking a look at a beehive on the rooftop of Toronto's Royal York hotel Sunday, but she and the hotel chef got a bit close and were stung.

The beehive is part of the

hotel's effort to provide in-house honey for its restaurant and to help the environment by providing bees to pollinate area gardens and parks.

Video footage on Toronto television station CP24 appeared to show the chef getting the most attention from the bees.

Laureen Harper didn't

appear at all fazed by the stinging rebuke handed out by the bees, and for good reason.

The Prime Minister's Office says she is very comfortable around bees, as her father raised bees on the family farm.

There was no word on how many stings she received.

THE CANADIAN PRESS

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D.C. handgun ban unconstitutional, federal judge says

Landmark decision.

Judge Frederick J. Scullin rules 32-year-old ban in Washington, D.C., violates citizens' Second Amendment rights

A federal judge struck down the U.S. capital's ban on carrying guns outside of a person's home, concluding it violates constitutional rights.

The ruling from U.S. District Judge Frederick J. Scullin is the latest in a protracted fight over gun laws in Washington, D.C.

In 2008, the U.S. Supreme Court issued a landmark decision striking down the city's 32-year-old ban on handguns.

In a decision made public

Saturday, Scullin concluded the Second Amendment gives people the right to carry a gun outside the home for self-defense, citing two U.S. Supreme Court cases as important to his ruling — the 2008 opinion striking down the District of Columbia's ban and a 2010 ruling involving Chicago's handgun ban. The Second Amendment of the U.S. Constitution guarantees the right "to keep and bear Arms."

The city rewrote its rules after the 2008 Supreme Court decision. Residents were required to register their guns and keep them in their homes. Gun owners also have to take a safety class, be photographed and fingerprinted, and re-register their weapons every three years.

Those requirements were

No basis for ban

"There is no longer any basis on which this court can conclude that D.C.'s total ban on the public carrying of ready-to-use handguns outside the home is constitutional."

Frederick J. Scullin, U.S. district judge

challenged in court but upheld by a federal judge in May.

The lawsuit before Scullin was filed in 2009 by the Washington state-based Second Amendment Foundation and three District of Columbia residents and a New Hampshire resident who said they wanted to carry guns for protection.

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Ukrainian forces fight for crash site

Ongoing hostilities.

Pro-Russian separatists control site of Malaysia Airlines wreck

Ukrainian armed forces mounted an onslaught against pro-Russian separatist fighters Sunday in an attempt

to gain control over the area where a Malaysia Airlines plane was downed earlier this month.

The U.S. State Department, meanwhile, released satellite images it says back up claims that rockets were fired from Russia into eastern Ukraine.

A four-page document released by the State Department seems to show blast

Quoted

"The option would be such a provocation to the separatists that it could destabilize the situation."

Netherlands Prime Minister Mark Rutte

marks from where rockets were launched and craters where they landed.

Officials said the images,

sourced from the U.S. Director of National Intelligence, show heavy weapons fired between July 21 and July 26

— after the July 17 downing of Malaysia Airlines Flight 17.

Escalating unrest in eastern Ukraine has prompted a contingent of Dutch and Australian police officers to postpone an excursion to the site to search for evidence and any remaining bodies.

With no way to secure the crash site, Netherlands Prime Minister Mark Rutte said his

government will not deploy armed troops without a way to achieve "military superiority."

"The option we looked at was a military option in which you could secure the area," Rutte said.

"(This) option would be such a provocation to the separatists that it could destabilize the situation."

THE ASSOCIATED PRESS



Tugboats tow cruise ship back to Italian harbour

The wreck of the Costa Concordia cruise ship was towed back to the Italian port of Genoa on Sunday. The luxury liner struck a reef when the ship's captain sailed too close to Giglio Island near Tuscany's coast in January 2012. ANTONIO CALANNI/THE ASSOCIATED PRESS

Getting answers

Air Algerie's blackboxes found

Black boxes from the Air Algerie plane that crashed in northern Mali last week will be transferred to France for analysis, the French embassy in Mali said Sunday.

"The two black boxes from the plane will be transferred from Gao to Bamako and then the Malian authorities will give them to French gendarmes experts so they can be taken to Paris," said a French embassy spokesman.

French President Francois Hollande said all black box data must be analyzed as soon as possible to uncover the cause of the crash.

THE ASSOCIATED PRESS

B.C. plane crash

Two dead in Nanaimo crash

Two people have been killed in a small plane crash near Nanaimo on Vancouver Island.

Transportation Safety Board spokesman Bill Yearwood says the plane, an "amateur built" Avid amphibious aircraft, crashed on takeoff from the Nanaimo Airport.

Yearwood says the single-engine two-seater went down on the Cottonwood Golf Course, which is adjacent to the airport, and that the two people on board died of their injuries.

No details have been released at this point concerning the victims.

THE CANADIAN PRESS



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Israel, Hamas exchange fire during temporary truce time

Gaza crisis. Each side blaming the other for scuttling ceasefire efforts ahead of Muslim holiday marking end of Ramadan

Israel and Hamas launched new attacks Sunday in the raging Gaza war, despite each side offering different truces to temporarily halt nearly three weeks of fighting ahead of a major Muslim holiday.

After initially rejecting an Israeli offer Saturday for a 24-hour truce, Hamas said Sunday it agreed to hold fire ahead of the Eid al-Fitr holiday marking the end of the Muslim fasting month of Ramadan. But as Israel's Cabinet met to discuss the offer and the ongoing war, rockets



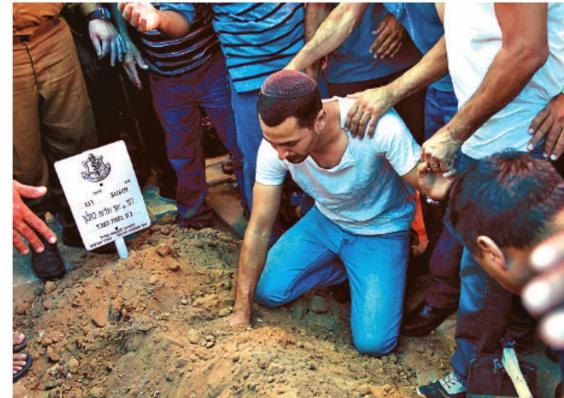
A Palestinian doctor treats three-day-old Shaymaa al-Sheikh Ali at Nasser Hospital in the Gaza Strip Sunday. The baby's mother, who was killed by shrapnel from an airstrike, posthumously gave birth by C-section. EYAD BABA/THE ASSOCIATED PRESS

rained down on southern Israel and Israeli strikes could be heard in Gaza.

Each side blamed the other

for scuttling the efforts.

Hamas said that "due to the lack of commitment" by Israel, it resumed its fire. Is-



Warrant Officer Rami Cahlon's brother cries over his grave during a funeral in Hadera, Israel, Sunday. Cahlon was injured during fighting in Gaza and died four days later. ODED BALILY/THE ASSOCIATED PRESS

raeli Prime Minister Benjamin Netanyahu said that Hamas showed it could not be trusted after it violated other cease-

fire efforts.

"Israel is not obliged and is not going to let a terrorist organization decide when it's

convenient to fire at our cities, at our people, and when it's not," Netanyahu told Fox News Sunday.

International diplomats had hoped a temporary lull could be expanded into a more sustainable truce to end the bloodshed and UN chief Ban Ki-moon urged the sides on Sunday to accept a 24-hour break in fighting.

The 20-day war has killed more than 1,030 Palestinians, mainly civilians, according to Palestinian health officials. Israel has lost 43 soldiers, while two Israeli civilians and a Thai worker were killed by rocket and mortar attacks from Gaza.

Each side remains far apart on terms for a final ceasefire. Hamas has demanded that a crippling blockade of Gaza be lifted and Israel has asked that Gaza be demilitarized.

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Broken bones, ear-nose-throat top residential school claims

The vast majority of claims filed by Indian residential school survivors seeking extra compensation for medical injuries are for hearing loss, respiratory illnesses and broken bones.

The Indian Residential Schools Adjudication Secretariat — an independent body which helps resolve long-standing claims that address specific abuse of survivors — says just over 1,000 medical assessments completed so far focus primar-

ily on ear, nose and throat ailments, as well as broken bones.

Marie Wilson, commissioner for the Truth and Reconciliation Commission, said lasting injuries are not surprising, given the way residential school students were treated.

"We have had many, many people talk to us about the physicality of the punishment, which often was a cuff on the ear or being pulled by the ear or being dragged across the room

by the ear," she said.

"People talked to us about hearing loss that came with being whacked at the side of the head. That seemed to have been something that happened on a very common basis at some of the institutions," she said.

"There were a number of accounts of children being very severely physically treated, including sometimes being thrown downstairs or shoved downstairs." THE CANADIAN PRESS



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Singin' the (financial) summertime blues



HOW
TO ROLL
Alison Griffiths
metronews.ca

Oh those summertime blues! There's something about being halfway through the sunny season that makes us sag. All those warm-weather projects you dreamed up in rainy April are on the shelf. Here are four financial boo-hoos for July:

1. Employment

The jobless rate hit 7.1 per cent, putting us on par with the United States. However, our neighbours to the south saw a year-over-year decline of 1.4 per cent in the unemployment rate.

Worse, the student unemployment rate is 12 per cent, unhealthily high for all those hoping to finish post-secondary studies without a mammoth student debt.

Even worse, youth un-

Just the stats

\$36

A basic, light-use cellphone plan cost \$31 in 2013 in Canada. Today's cost: \$36 (not including taxes, access fees, etc.).

SOURCE: THE WALL REPORT

employment (for those under 25 and not in school) is stuck at 13.4 per cent. That's bad news for parents hoping to use their basements for something other than storing their jobless offspring.

2. The economy

Growing at a snail's pace, in short. On an annualized basis, growth as defined by GDP (gross domestic product) in July was a meagre two per cent. For the likes of you and me, that means continued high unemployment, particularly among the under-35 crowd. But as the economy slumps, prices do not. Inflation topped

2.4 per cent in July, again on an annualized basis. How unfair!

3. Interest rates

While some will cheer four years and counting with the prime rate firmly rooted at a historically low three per cent, I will play the Gloomy Gus. Ultra-low rates are actually keeping first-time buyers out of the market as real estate prices nationally keep rising in most major markets.

Also, low rates are a killer for seniors and fixed-income investors. Desperate for income, many are turning to stocks and equity mutual funds to boost their returns. This is a terrible idea because such investments are far riskier.

4. Cellphone hit

Yay! Cellphone contracts are now capped at two years. Boo! In response, the wireless cabal is increasing basic rates. I call that giving with one hand and taking with the other.



'Dumpcano,' and the budget fight to quench it, rages on

A stubborn dump fire smoulders away in Iqaluit, Nunavut, in this aerial view taken by fire officials on May 23. Although no flames are visible, the fire began May 20 and has been smouldering ever since. Government officials are to meet this week to consider a plan for putting out the fire that has been fouling the air in Nunavut's capital for more than two months. The city of Iqaluit just doesn't have the \$2.2 million it would take to quench the blaze and its nostril-searing smoke, said fire chief Luc Grandmaison. "We're asking them (the territory) to help us with resources." The fire has been dubbed the "dumpcano" — a term Grandmaison regrets having coined, because he feels it belittles the seriousness of the situation.

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THE CANADIAN PRESS

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ALL CONCERNED PLEASE NOTE

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Given Name: Sukhjot Singh
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with immediate effect.

ALL CONCERNED PLEASE NOTE

Grocery giant went green 25 years ago

When Loblaw decided to start selling environmentally friendly products 25 years ago, the word "green" had barely evolved from being a colour description.

The grocery giant was the first major Canadian retailer to showcase a line of green-branded products and wasn't completely confident customers would be willing to pay more to save the planet.

Even the man spear-

heading the initiative, folksy pitchman Dave Nichol, wouldn't have considered himself a bona fide tree hugger.

"Dave used to ask me why I was wasting my bloody time ... trying to save the bloody planet," said Paul Uys, who worked with Nichol to launch President's Choice G.R.E.E.N. in June 1989. Nichol died last year at age 73.

"But right from the get-

go, he had believed that the market, therefore the consumer, was ready for a game change in terms of having the ability to make a difference."

Nathalie St-Pierre, with the Retail Council of Canada, said the appetite for eco-friendly products has grown in the last few decades, with consumers now demanding choices that can lessen their impact on the earth.

"Consumers are concerned," said St-Pierre, the group's vice-president for sustainability in Quebec. "They want to buy green."

Consumers are also taking on a more holistic view about what it means to be green. For instance, some consumers see buying local or organic food and items with less packaging as another way to help the planet.

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... AND THREE LESSONS FOR FOLK FEST

The Calgary Folk Music Festival is a staple of summer life in Calgary. For many Calgarians, the four-day musical odyssey is as essential as patio drinks, rafting and the Stampede.

Speaking of which: Last week my fellow Metro Calgary columnist Jeremy Klaszus wrote a fantastic piece detailing the things that folk fest could teach Calgary's other outdoor show.

As I attended the folk fest over the weekend, it had me thinking about what the idyllic music festival could pick up from our 10-day celebration of all things western.

As an unabashed fan of both events, here are three things the Calgary Folk Music Festival could learn from the Stampede.

1. Make a push for greater audience diversity. The folk fest is easily the most diversely programmed music festival in Calgary, if



High Plains Drifter
Greg Callsen
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not Alberta. On Friday night alone you could take in hip hop from A Tribe Called Red, indie rock from Great Lake Swimmers and R&B/country/cajun sounds from Amos Lee. However, when it comes to the attendees, I felt like the audience was mainly cut from a solid grouping of Caucasian, middle-to-upper-class Calgarians. This bummed me out, considering you see a representative of practically every subculture of Calgary strolling the midway at the Stampede. It would be great to see a larger sampling of Calgary's neighbourhoods and cultures at Prince's Island Park.

2. More than one venue to get a beer. The folk fest beer garden is arguably the best beer garden at any summer party in Calgary. Not only does it beat the Stampede by trusting the thirsty masses and selling them jugs of beer, one can also drink local suds. However, there's only ONE beer garden. Take a stroll around the Stampede

Where are rest of the folk?

I felt like the audience was mainly cut from a solid grouping of Caucasian, middle- to upper-class Calgarians.

grounds and there's a handful of places to grab a cold one.

3. Having fun. The folk fest has a weird relationship with having fun. With territorial tarpies casting an evil glare for hooting too loudly too early in the day, or the weird dancing sections set off to the side, it feels like there's only a certain type of fun to be had. I also can't help but notice the performers getting frustrated with an audience seemingly afraid to get into their performance. Meanwhile, at the Stampede, well... sometimes the problem is too much fun. Regardless, I love both summer parties, and maybe there's something to be learned in both camps.

LOOKS PEATY FUN

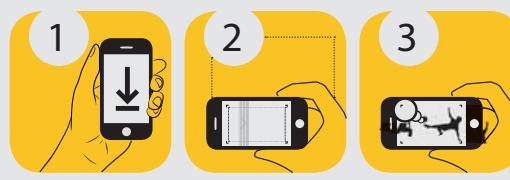


METRO AUGMENTED REALITY

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MetroTube

If this ain't puppy love, it doesn't exist



ANDREW FIFIELD
andrew.fifield@metronews.ca

Aside from rare talents such as Grumpy Cat or Maru, most of our pets don't really contribute much to the household aside from good looks, amusing antics and maximum love.

But that's cool, pets. We know the arrangement. You can't all be Grumpy Cat.

But you can be more like Casey the Schnauzer here, who loses her damned mind when owner Rebecca Ehalt returns home after a two-year absence. Actually, she sort of loses her body, as well. (Rebecca Ehalt/YouTube)



METRO PHOTO ILLUSTRATION

Stephen McDonagh takes part in the Irish Bog Snorkelling championship at Peatlands Park Sunday in Dungannon, Northern Ireland. The annual event sees male and female competitors swim the 60-metre length of the bog watched by scores of spectators and takes place on International Bog Day.

ALL PHOTOS CHARLES MCQUILLAN/GETTY IMAGES

Get bogged down in the facts

In bog snorkelling, competitors complete two consecutive lengths of a water-filled trench, cut through a peat bog, in the shortest time possible. Competitors must wear snorkels and flippers, and complete the course without using conventional swimming strokes, relying on flipper power alone.

- The activity started in 1976 near Llanwrtyd Wells, Wales, U.K.

- It began as a result of an over-the-bar conversation in a bar between a few regulars.
- The World Bog Snorkelling Championship, first held in 1985, takes place annually every August Bank Holiday at the dense Waen Rhydd peat bog, near Llanwrtyd Wells in mid-Wales.

SOURCE: WIKIPEDIA

For the win

1 min 23.13 seconds

The current world record holder in bog snorkelling, Dineka Maguire, set a time of 1 minute 23.13 seconds, at a speed of 4.75 kilometres an hour.



Analysis
What you missed at Comic-Con

1. The big surprise? No surprises.

This was the apparently the year of studios keeping things to themselves. No big casting revelations like Doctor Strange or Captain Marvel, no new comic book movie release dates announced. Marvel, DC and their respective studios showed the fans a good time, sure, but not necessarily their money's worth.

2. Wonder Woman

While it wasn't really a surprise, it was nice of Zack Snyder to unveil the first image of Gal Gadot as Wonder Woman in the upcoming Batman v. Superman: Dawn of Justice. And of course that immediately led to hours of debate online about whether the costume was the best thing ever or the worst thing ever.

3. Bring on Last of Us

OK, here's some big news: One of the most ambitious and most successful video games in recent years, the dystopian Last of Us, is making the jump to the big screen thanks to director Sam Raimi (Spider-Man, Drag Me to Hell).

4. TV takes over

This Comic-Con was pretty lacklustre as far as film was concerned compared to previous years, but the current Golden Age of Television — and legions of fans — made up for it, with packed houses for the likes of Game of Thrones, the Walking Dead and Hannibal. Who needs to go to the multiplex, anyway?

Welcome to the best day party at Comic-Con

Wired Café. Metro sits down with Wired's publisher to learn what happens behind that velvet rope



NED EHRBAR
Metro World News in Hollywood

For six years running, Wired magazine has been giving media and entertainment professionals a respite from the insanity of Comic-Con with the Wired Café, an all-day lounge just removed enough from the Convention Center and packed with food, drink and gadgets galore. And in that time it's become one of the hotter tickets in town. We talked to Wired Publisher Howard Mittman about keeping the Café fresh.

Establishing yourself at Comic-Con

"We really thought long and hard about how to package and position ourselves here and whether or not we felt like we had the permission with our brand to be here and what we can contribute," Mittman says of the early days. "So noticing that everyone else was shouting over themselves at night, creating something of value and importance during the day to court those people who are all getting the exact same invitations after dark was a really nice way for us to stand out."

Giving the people what they want

"For us, the Wired Café has been an oasis in the middle of



Actor Pedro Pascal who plays Oberyn Martell on Game of Thrones, attends the WIRED Café at Comic Con in San Diego last week. GETTY IMAGES

Comic-Con for what I like to say is the Five Percenters — the five per cent of people here who aren't just fans but are the industry that propagates this, be it Hollywood or bloggers," he says. "I think a part of this experience is bringing just enough of what happens out-

side of our four walls in without allowing too much. I think also the level of exclusivity that it brings — intentionally putting a velvet rope up around it and making it so that it is some place where only those whom we've invited can come in — keeps it special and keeps

AUGMENTED REALITY

→ It was a dark season on Game of Thrones, but that didn't prevent the cast from flubbing some of their lines. Scan this photo with your Metro News app to see some season 4 bloopers!



→ See the full instructions on Metro's Voices page.

it something that has a bit of a gravitas above the traditional event here."

Establishing a reputation

"What we have seen over the last handful of years is that obviously as it gains in notoriety and gains in exposure and popularity, like anything it becomes easier to push out," Mittman says. "We've seen a huge shift, frankly, in the way that celebrities and more specifically their management teams and P.R. representatives are seeking us out to make sure they are on the list to be here, and that's a really nice change from six years ago when we launched it and we were trying to lure people."

Dealing with imitators

"Look, we didn't invent the party, right? We weren't the first people to throw a party during the day, but I think we were the first brand that has the ability to combine the sort of power and access of Hollywood and entertainment with the thought-leading ..."

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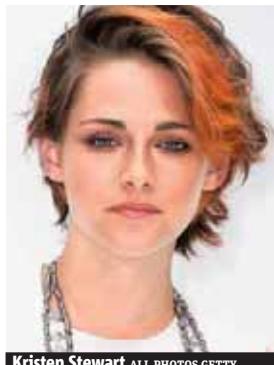
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Director finalizes split from wife after Stewart affair

Two years after Rupert Sanders' affair with his Snow White and the Huntsman star, Kristen Stewart, the British director's marriage to model Liberty Ross is really, truly, officially over. The pair finalized their divorce last week in Los Angeles, citing irreconcilable differences, according to TMZ. Court documents show that Ross gets the couple's house in Los Angeles, two of their London homes, 15 per cent of any profits from any of Sanders' movies, half of all their liquid assets, \$300,000 a year in spousal support and joint custody of their



Kristen Stewart ALL PHOTOS GETTY

two children, Skyla, 10, and Tennyson, 8.

Theron's new gold ring hints at Penn engagement

Charlize Theron fueled speculation that her whirlwind romance with Sean Penn will soon become legitimate recently when she stepped out wearing a tell-tale ring on her ring finger. Theron flashed the sparkling piece of jewelry while passing through the LAX airport

recently, and E! News has identified it as an 18-karat yellow gold Anita Ko Leaf Ring that retails for \$4,900 — so maybe it's not so much an engagement ring after all, since we'd like to think Penn would go for something a bit more lavish. Reps for both stars declined to comment.

The Word

Pink puppy pic ends rumours of Miley's death



STARGAZING
Malene Arpe
scene@metronews.ca

Fans feared that Miley Cyrus had died after she failed to post anything on social media for three whole days. Fortunately, she finally resurfaced and posted a picture of a pink puppy wearing a hat made of feathers, eating a bag of weed while sticking its tongue out at old people.

This week in couples who are probably only in it for the publicity. 1) Ian Somerhalder and Nikki Reed are photographed canoodling at a farmers' market. 2) Sofia Vergara and Joe Manganiello are photographed strolling hand-in-hand. 3) Zac Efron is seen leaving Michelle Rodriguez's house in the morning with an overnight bag and a skateboard. 4) Wait. What did they use

METRO DISH

OUR TAKE ON THE WORLD OF CELEBRITIES



the skateboard for? We may have to re-categorize the relationship as "possibly real."

Brody Jenner says he didn't go to step-sister Kim Kardashian's wedding because he doesn't know Kanye West "at all." As excuses go, it's somewhat better than, "I accidentally got stuck in a lot of rhubarb," but not as good

as, "I was kidnapped by a duo of utterly incompetent female criminals and forced to dance for pennies in an unpopulated area."

Brad Pitt and Angelina Jolie's first film together since Mr. & Mrs. Smith will be called *By the Sea*. It's the tale of a fisherman and his wife who are so hot and into each other that they forget to fish and die of hunger.

Things we don't want to hear any more about. 1) The super-creepy Trivago guy. 2) Sandra Bullock starring in a biopic about Brownie Wise, the creator of the Tupperware party. 3) Adam Levine's wedding. 4) Prince George and that stupid butterfly. 5) How Beatle George Harrison's memorial Los Angeles tree was eaten by ... wait for it ... beetles.



Chris Martin

Gwyneth, Chris Martin still in love

Chris Martin is really terrible at this whole splitting up with your wife thing. The Coldplay frontman caved during a recent interview and talked about his separation from Gwyneth Paltrow, and he couldn't stop himself from being really nice. "The thing we told everyone at the beginning of the year is true. We are very close. We are not together. But we're, you know, that's the truth and that's it. You know, there's a lot of love. No scandal, I'm afraid. I wish I could give you scandal." Me, too, Chris.

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Interested individuals who possess the skills described above are requested to submit their resumé and cover letter via email to hr@metronews.ca no later than August 1st.

PLEASE QUOTE: "Credit Card Authorization Assistant" in the Subject Line. All submissions will be treated as confidential.

Stop spending, start saving

Stash that cash, now.

The sooner you start saving, the easier it is to grow your nest egg



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Folks always think they're going to have plenty of time to save ... later. There are so many other demands, from student loans still dogging our steps to mortgages recently acquired. It's easy to push savings to the back burner. But when you ask 40- and 50-year-olds what they would have done differently with their money, they say, "I would have started saving earlier."

We love to pay lip service to how important it is to save. And we all know that getting our debt paid off should be a priority. So why do we delay taking steps to making savings and debt repayment happen? Perhaps it's because we haven't made the things we say are important into things urgent enough to do something about.

If you start saving in your early 20s, you need only put away about six per cent of your take-home pay to end up with enough to maintain the lifestyle you enjoyed before you retired. Wait until you're in your 30s to start and you must stash 10 per cent. Procrastinate until you're in your 40s and you'll have to sock away 18 per cent of your after-tax income to have what you'll need.

So would you rather save six per cent of your cash flow over your working life or have to come up with 18 per cent



Tucking away those dollars now will pay off big-time down the road. iSTOCK

just as your kids are heading into university?

Saving doesn't mean ignoring your debt. If you're carrying a balance on your credit card or line of credit, getting it paid off must be a priority. But, as long as you are "not saving," you will find it too easy to continue not saving. Creating an automatic savings program with as little as \$25 a month will put momentum on your side. It also puts time on your side so you won't have to take as much out of your cash flow to have what you need later.

If you let spending get in the way of savings and debt repayment, you'll get to the end wondering where all the money went. Paying down your debt or ramping up your savings may not be as sexy

as a sunny vacation, but the benefits will last longer. And it doesn't take a lot to make a big difference. Add an extra \$100 to your monthly payment on your \$250,000 30-year mortgage at 4.5 per cent and you'll knock almost \$33,000 off your interest costs over the life of your mortgage. You'll also get to mortgage-free four years faster.

People come up with all kinds of excuses for delaying their debt repayment or not setting aside any money for the future. Usually it's because we just don't want to stop doing what we're doing. From the small expenses like that smartphone's data plan, to buying \$5 cups of coffee or dropping the odd \$40 on take-out, we find it far easier to keep doing what we've always

done. In the moment, consumption feels more urgent than the need to save or pay down debt.

Your spending habits are all distractions from savings and debt repayment.

Eliminate a bad habit or three, forgo an indulgence, eliminate a bill or cut an essential cost back and you'll have some money to throw at your debt. Round up, accelerate, prepay and you'll be able to say, "I'm mortgage free" that much sooner.

Choosing to prioritize mortgage repayment or paying off that line of credit over consumption of something new, sparkly or luscious can feel like settling for salad when you're in a gourmet restaurant. But being disciplined enough to put your financial

Get serious!

If you're serious about savings and debt repayment, here's what you'll do:

1. Set a goal. Decide how much you want to have saved and by when. Or create a debt repayment plan with an end-date for your debt. Write it down and post it on your fridge, on your office wall and on your bathroom mirror.
2. Go over your spending and decide what you're going to stop spending money on so you have the money to save or pay down the debt.
3. Do it.
4. Track your success and reward yourself for each milestone you hit.

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security above your need to scratch your consumption itch is what being responsible is all about.

The last thing you want to do is head into retirement still owing money. Mortgage pay-down and saving for the future won't be sexy unless we make them sexy.

Calculate what you're saving in both interest and time by getting to mortgage-free faster and post it where you can remind yourself of your goal. Track what you're accumulating in savings as you go and you'll have the satisfaction of knowing you're ready to retire because you can see the results of your hard work.

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ROSE REISMAN
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There are endless possibilities for adding zest to your summer grilling when you make your own burgers. Sun-dried tomatoes, for example, give burgers a unique flavour.

I like to buy sun-dried tomatoes in bulk and keep them in the freezer. To rehydrate them,

FLASH FOOD



From your fridge to your table in 30 minutes or less

Nutritional information

Per serving: 280 calories, 8 carbohydrates, 1.3 g fibre, 28 g protein, 15 g total fat, 6 g saturated fat, 140 mg cholesterol, 450 mg sodium.

Feel free to substitute goat cheese for another cheese. Meat-wise, choose chicken, pork or turkey for the ground beef.

If you're using red meat, the key to keeping it healthy is to use lean ground beef.

Four ounces of lean ground beef has only 190 calories, seven grams of fat and three grams of saturated fat. Compare that to regular ground beef, which has over 300 calories, 20 grams of fat and eight grams of saturated fat for the same portion!

Ingredients

Burgers

- 1 lb extra lean ground beef
- 1/4 cup dry seasoned bread crumbs
- 1/4 cup chopped rehydrated sun-dried tomatoes
- 3 tbsp barbecue sauce or ketchup
- 1 egg
- 2 tsp minced garlic
- 1 tsp dried basil
- 1/2 tsp dried oregano

Sauce

- 3 tbsp barbecue sauce
- 2 tsp light mayonnaise

Garnish

- 3 tbsp crumbled goat cheese
- 1/4 cup finely diced sun-dried tomatoes
- 8 slices tomato

Directions

1. To make burgers: In bowl, combine all burger ingredients. Form into 8 smaller patties. On a grill sprayed with cooking spray, cook patties on one side over medium heat for 5 minutes. Turn and cook 3 to 5 minutes longer



This recipe serves four. ROSE REISMAN

or until cooked through. (Alternatively, bake in pre-heated 450 F oven for 10 minutes or until cooked through, turning once.)

2. To make sauce: In a small bowl, mix sauce ingredients.

3. Place a slice of tomato on large serving plate. Place one

burger on tomato and garnish with sauce and top with goat cheese and sun-dried tomatoes. Repeat with the remaining burgers.

1 TON SAVINGS

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Climbing up the corporate ladder

Get ahead without bumping heads.

Author, economist and entrepreneur Sylvia Ann Hewlett gives tips on getting to the top

LAKSHMI GANDHI
Metro World News

There are certain pieces of advice that almost every young entry-level worker gets used to hearing: Look professional at all times, speak confidently, be authoritative.

What's less clear is how a young worker can actually develop these skills.

In Sylvia Ann Hewlett's new book, *Executive Presence: The Missing Link Between Merit and Success*, the economist and founder of the Center for Talent Innovation guides readers through how they can appear more confident and successful in the workplace.

"If you are the most junior person on the team, you have to prove that you have the right to be there," Hewlett says.

Read on for some pointers from Hewlett for workers who are looking to learn how they can get ahead.



Find people in the office who are already on their way up the ladder, and take notes on their behaviour.
ISTOCK

Communication is key

Regardless of what field you are in, the ability to present your thoughts clearly is essential. "It's learning how to be concise," she says. "Make sure that you are contributing something that is fresh and new."

Watch your tone

Your voice can give away a lack of experience or indicate anxiety.

"The clarity and pitch of

your voice is important," she says. Hewlett recommends practising keeping your voice level and cutting down on "up talk," which is when speakers raise their voices at the end of a sentence.

Practise, practise, practise

The key to learning how to speak confidently is repetition, says Hewlett. A good idea is to record yourself speaking as you would at a team meeting. "You can get a friend and practise together," Hewlett says. "Practise how you can boil down your thoughts in a concise way."

Don't look at your notes

One of the keys to appearing knowledgeable is to be able to speak without relying on things like PowerPoint and notes. "I'm not saying never use notes," says Hewlett. "But use [PowerPoint] sparingly. Be prepared to make your points without reading them. Tell stories. Make eye contact."

Be present

Leave your smartphone behind when attending meetings to avoid the temptation of looking at it. "Team leaders hate it when people show up and seem distracted," she says. "To appear focused and to appear available is half the battle."

Analysis

What's right for you or what's right in front of you?



LESSONS FROM THE DESERT
Stéfan Danis
life@metronews.ca

The severe market crash in October 2008 changed my life. I started running to regain my health, both emotional and physical. Shortly after I took my first steps, I ran the Gobi March in China in June '09, followed by the Atacama Crossing in Chile in '10 and the Sahara Race in Egypt in '11. In this post, I share a lesson

learned from my experience running deserts.

When facing adversity with fear omnipresent, most of us will invariably choose the option of least resistance. We'll choose whatever's in front of our eyes without questioning what's right for us.

After running the Gobi and the Atacama, I signed up for the Sahara Race along with eight other local executives to raise money for a charity. None had ever run an ultra-marathon before, let alone a multi-day one. Consequently, I was the de-facto "coach." My brief to the group was daunting but simple: Build up to running long distances, but cross-train and stretch in equal measure.

Not unlike my own struggles when I prepared

for my first race, they, too, fell into the trap. So worried about having a strong enough running base to complete the Sahara, they focused on doing just that: running. A lot! Despite knowing it would be best to vary the training and do what was best for their bodies, they kept on running, each time adding the strain of running's repetitive motion which ultimately led to fatigue and injuries.

Most of us just can't help ourselves. When under stress, if the little voice inside us is screaming to stop and think, it may just be time to listen. If not, we perpetuate doing what's right in front of us as opposed to what's right for us.

STÉFAN DANIS IS THE CEO OF NEXCAREER AND MANDRAKE, AND THE AUTHOR OF GOBI RUNNER.

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I'm happy to say my job brings me joy

Canadians content with careers. Most employees don't care about titles and promotions as much as bonuses and salary, Capital One survey finds

Most Canadian workers

really like their jobs, and they're proud to say so.

According to a new Capital One survey, Canadians are very satisfied employees indeed — so much so that 69 per cent say they are not only proud to work for their current employer but enjoy telling people what they do for a living and would like to stick around for few

years.

Recruiters take note, though: nearly three-quarters (72 per cent) of workers say that given the choice, they would stay with their current employer for at least two or three more years, reveals the report released Thursday.

The results refute the belief that Millennials,

those aged 18 to 34, lack commitment and prefer frequent job-hopping, with two-thirds of younger Canadians saying they would be more than happy to stay put for the next three years, noted Jenny Winter, who heads human resources at Capital One.

"It's interesting and validating," said Winter,

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Employees of today value a workplace that makes them feel involved and important. iSTOCK

whose firm employs a substantial number of young workers.

"With the job market looking increasingly unstable and the high Baby Boomer population struggling with job security, Millennials are clearly looking for stability and have a strong desire to stay in their jobs," said Winter.

After being named one of the 50 best large workplaces in Canada this year by the Great Place to Work Institute, Capital One wanted to get a better sense of what Canadians value in an employer in order to attract and maintain top talent in the competitive financial services sector, Winter explained.

The survey of 1,500 people across the country found that titles are overrated. Only one in 10 people surveyed put a promotion at the top of their wish list, while regular bonuses and annual pay increases were number one with 37 per cent of respondents.

While compensation is a top priority for employees,

Here to stay

"Millennials are clearly looking for stability and have a strong desire to stay in their jobs."

Jenny Winter
Head of human resources at Capital One

the study found that more than half of Canadians (51 per cent) believe work/life balance is more important than money. Forty-four per cent cited flexible working hours and the ability to work remotely as one of the top three things employers can do to increase job satisfaction.

Personal and professional development were also revealed as motivators, with 41 per cent saying they prefer opportunities to take courses and attend conferences related to their professional development to increase job satisfaction.

Twenty-four per cent also said that mentoring from senior staff is most likely to keep them content at work.

TORSTAR NEWS SERVICE

Furyk can't shake off Clark

Canadian Open.

South African golfer's final-round surge earns him his second PGA Tour win, cool \$1M

When Jim Furyk's charge to a third RBC Canadian Open title stalled in the final round, Tim Clark decided to go for it.

The 38-year-old South African, whose wife is Canadian, fired five birdies on the back nine to overtake Furyk on the 15th hole and hold on to win the tournament at Royal Montreal on Sunday.

Clark shot a 5-under-par 65 to finish at 17-under-par 263 and claim his second career PGA Tour victory and the US \$1.026-million winner's prize.

"It looked like Jim wasn't going to make any mistakes," said Clark, who had moved into contention with a 64 on Saturday. "He was pretty solid, so I knew I had to make birdies."

AUGMENTED REALITY

Scan the image with the Metro News app for a gallery of Sunday's final round of the Canadian Open.



See the full instructions on Metro's Voices page.

"At that point, there was nothing to lose. Suddenly I got hot and I went with it."

It was another frustrating defeat for Furyk, who has now lost seven tournaments in a row in which he led after 54 holes.

He went into the final round with a three-stroke cushion but never found traction. He shot 69 to come second at 16-under 264.

Graham DeLaet was the top Canadian, finishing at 10-under 270. **THE CANADIAN PRESS**



Commonwealth Games

Canada earns pair of bronze medals

Canada picked up a bronze in the pool and another on the cycling track on Sunday at the Commonwealth Games.

Victoria's Hilary Caldwell finished third in the women's 200-metre backstroke, while Quebec City's Remi Pelletier-Roy did the same in the men's 20-kilometre scratch race.

That brings Canada's overall medal haul at the Games to 18 — seven gold, three silver and eight bronze.

THE CANADIAN PRESS

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THE CANADIAN PRESS

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Cycling. 'Flag-bearer of anti-doping' crowned Tour de France champion

Vincenzo Nibali won the Tour de France on Sunday, becoming the first Italian in 16 years to triumph in cycling's greatest race by chiselling a lead over his main rivals a few seconds at a time and dominating them in the mountains.

The 29-year-old Sicilian, who during the race called himself "a flag-bearer of anti-doping", finished in a bunch behind Marcel Kittel, who won the 21st stage in a sprint finish. **THE CANADIAN PRESS**



Vincenzo Nibali won the Tour de France on Sunday.

PETER DEJONG/THE ASSOCIATED PRESS

4
SPORTS

MLB. Blue Jays break Bronx curse to pull ahead of Yankees in standings

Next stop: Fenway Park

Next for the Blue Jays is a trip to Boston to face the Red Sox. R.A. Dickey (8-10) will start Monday.

scored on Navarro's liner to centre field.

With the win, the Blue Jays left town with a one-game lead over the Yankees for the second AL wild card.

THE ASSOCIATED PRESS

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OKOTOKS
NISSAN

Gordon makes history at the Brickyard. Again.

Fifth win. Another 'Jeff Gordon Day' exactly 20 years to the day of his first victory at Indy

With a tinge of grey hair at his temples, his hat on backward and his two young children by his side, Jeff Gordon celebrated as if he was 23 years old again.

Gordon won a NASCAR-record fifth Brickyard 400 on Sunday, eight days before his 43rd birthday and on the weekend Indianapolis Motor Speedway celebrated the 20th anniversary of his first Brickyard victory.

Gordon's first win came before the celebratory kissing of the Yard of Bricks was en vogue, before he became a household name, while Sprint Cup Series rookies Kyle Larson and Austin Dillon were still in diapers. Now a family man with an aching back, Gordon



Jeff Gordon drives through Turn 1 during practice for the Brickyard 400 in Indianapolis on Saturday. DARRON CUMMINGS/THE ASSOCIATED PRESS

used Sunday to show he's still at the top of his game.

"If you can do it here, you can do it anywhere," said Gordon, who has led the Sprint Cup Series standings for 13 of the last 14 weeks. "It's certainly

going to be a huge confidence boost for this team. We recognize the significance of this.

"I don't know if we believed we were capable of winning this championship this year. We do now."

To prove it to himself, to his Hendrick Motorsports team and to his ardent fan base, Gordon needed a vintage close to Sunday's race.

Hendrick teammate Kasey Kahne led a race-high 70 laps and seemed only to be racing against his gas tank when a late caution put the race back into Gordon's hands.

Gordon shifted into fourth gear and surged past Kahne on the outside. He then kicked it into cruise control and sailed away for the win.

"I think we both knew that was for the win," Gordon said of Kahne.

The win came on the 20th-anniversary celebration of Gordon's win in the inaugural Brickyard 400, and on "Jeff Gordon Day," as declared by the Mayor of Indianapolis. The win moved Gordon into a tie with Michael Schumacher, whose five Formula One victories at Indy had been the gold standard. THE ASSOCIATED PRESS

EPL

Liverpool signs Croatia's Lovren

Liverpool has made defender Dejan Lovren its third signing from Southampton in the summer transfer window.

The Croatia international follows midfielder Adam Lallana and Rickie Lambert into Anfield.

Contract details weren't provided.

THE ASSOCIATED PRESS

NBA

Lakers say Byron Scott not yet their new coach

The Los Angeles Lakers have waited nearly three months to hire a new coach, and they're apparently making Byron Scott wait a few more days.

Scott said this weekend he's got the job, but the club says no deal has been reached.

THE ASSOCIATED PRESS

NBA

LeBron to wear No. 23 in return to Cleveland

LeBron James announced he will go back to wearing jersey No. 23 in his return to Cleveland over Twitter.

He wore No. 6 in four seasons with Miami and the U.S. Olympic team. He used No. 23 in high school and seven seasons in Cleveland.

THE ASSOCIATED PRESS

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AUGMENTED REALITY

Stuck on 12 Across?
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Metro News app for today's
crossword and Sudoku answers.
It's OK. No one's watching.



→ See the full
instructions
on Metro's
Voices page.

Horoscopes by Sally Brompton

♈ Aries

March 21 - April 20

Yes, your life is in a bit of a rut but you're not the sort to sit there and cry about it. Over the next few days you will get the chance to make some major changes, so start thinking now.

♉ Taurus

April 21 - May 21

Today's cosmic activity means you will need to spell everything out in simple language. If you leave even the smallest room for doubt then lines will get crossed.

♊ Gemini

May 22 - June 21

There is no point trying to make sense of what's going on. The more you try to analyze the situation the more complicated it will look, so leave well alone.

♋ Cancer

June 22 - July 23

If you don't make an effort to slow down, you could end up crashing into an obstacle that has no give at all. Even a Cancerian needs to accept that they are not immune to failure.

♌ Leo

July 24 - Aug. 23

Treat people fairly this week, even if they don't deserve it. Just because they have broken the rules does not mean you must do likewise.

♍ Virgo

Aug. 24 - Sept. 23

What you are being offered may seem generous but is it really that good? The planets indicate that you should actually hold out for more.

♎ Libra

Sept. 24 - Oct. 23

If what you are working on refuses to conform to your expectations maybe you should draw a line under it and go back to basics. Also, accept that it doesn't help in any way to set such difficult targets.

♏ Scorpio

Oct. 24 - Nov. 22

Stop worrying what others might think about you. You are who you are for a good cosmic reason. No one has a right to suggest you be something else.

♐ Sagittarius

Nov. 23 - Dec. 21

Don't just go by what others tell you. Get out into the world and experience it for yourself. You may discover that a lot of what you were told was nonsense.

♑ Capricorn

Dec. 22 - Jan. 20

What you hear today may not thrill you, but neither is as bad as some people are trying to make out, so don't overreact. A negative thought can easily become self-fulfilling prophecy.

♒ Aquarius

Jan. 21 - Feb. 19

Yes, you are still heading in the right direction. No, your life does not need a major rethink. Focus on putting one foot in front of the other this week and you'll move closer to your goal.

♓ Pisces

Feb. 20 - March 20

Career issues seem to be taking up a lot of your energy but you know from past experience it will all come right in the end.

Crossword: Canada Across and Down by Kelly Ann Buchanan

Across

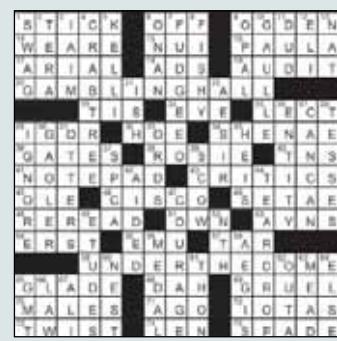
- Capt. Kirk colleague
- 'D's of CDs, variably
- II
- React to trying icky-tasting food: 2 wds.
- Fancy neckwear
- Dadaist Jean
- New Orleans-set HBO series
- "__ Harry" (1971)
- Blind Melon costume
- Felt
- Litigate
- Rime
- Keats tributes
- __ Bubble Gum
- Someone from Helsinki's country
- Central
- Mr. Neill
- From the start again
- Margarine
- Jared __ (Ben Chartier's portrayer on Bravo police drama "19-2")
- QOR: Reserve regiment of Canada, founded 1860 (See #65-Across for more): 3 wds.
- Flare
- __ date
- Treadmills music video band: 2 wds.
- Authorize
- Tibetan ox
- Actor Stephen's 51. Sparkly stuff

Down

- Colonel-in-__ (What Prince Charles' wife Camilla is for #41-Across)
- Writer Charles' bookish surname
- Green __ (Dragonfly found in Canada)
- Rosemary Clooney's "Come __"
- "Shoop" by Salt-n-__
- One-of-some for mascara
- Picture-taker, briefly
- Green __ (Dragonfly found in Canada)
- Bookish surname
- Lamb's laugh
- Cringe
- Debated dispute
- House" 55. "My
- Colonel-in-__ (What Prince Charles' wife Camilla is for #41-Across)
- Writer Charles' bookish surname
- Green __ (Dragonfly found in Canada)
- Rosemary Clooney's "Come __"
- As written
- Like net-work
- Pile
- Drill instructors [abbr.]
- Canadian actress Jessica
- Moulding style
- Glasgow, Scotland: 61. 62. 63.

- Weak-__
- Sitcom, "Major __"
- Egyptian Myth: Daughter of Geb
- Tidy thoroughly
- Elias __, Montreal-born actor
- Team Canada is currently partaking in The __ Games
- Weak-__
- Mitell's "Free Man in __"
- Engr.
- Moon-landing org.
- Schooling [abbr.]
- Stench
- Valley, in Wales
- Comic actress Tina

Friday's Crossword



Online

See today's answers at
metronews.ca/answers



Sudoku

How to play

Fill in the grid, so that every row, every column and every 3x3 box contains the digits 1-9. There is no math involved.

Friday's Sudoku

5	4	3	8	6	2	9	7	1
9	6	2	5	7	1	4	3	8
7	8	1	9	4	3	6	2	5
4	3	9	7	2	8	5	1	6
2	7	6	1	5	4	3	8	9
1	5	8	3	9	6	7	4	2
6	1	5	2	3	7	8	9	4
8	9	7	4	1	5	2	6	3
3	2	4	6	8	9	1	5	7

9	5	8	1		
3					6
5					9
9					6
2	3	1	4	9	5
4	6				3
6					8
5				7	
	9	1	6	2	

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